In the Claims:

Please amend claims 2, 4, 6, 10-16, 33-35, 38, 48, and 67 and add claims 73-89 as follows:

1.   (Canceled)

2.   (Currently amended) The method of claim [[1]] 10 wherein the extracting is performed via an ontology.

3.   (Original) The method of claim 2 wherein active entries in the ontology are limited to those approved by a human reviewer.

4.   (Currently amended) The method of claim [[1]] 10 wherein the extracting is performed via detecting a synonym of [[a]] the concept in the job candidate data.

5.   (Canceled)

6.   (Currently amended) The method of claim [[5]] 10 further comprising:
receiving other job candidate data for a plurality of other job candidates;
extracting a plurality of concepts from the other job candidate data;
assigning the concepts within the other job candidate data associated concept scores representing experience for the plurality of concepts; and
searching within an *n*-dimensional space for one or more job candidates, wherein the job candidates are represented in the *n*-dimensional space via the concept scores.

7.   (Original) The method of claim 6 wherein *n* is greater than 100,000.

8.   (Original) The method of claim 6 wherein *n* is greater than 1,000,000.

9.   (Original) The method of claim 6 wherein *n* is greater than 3,000,000.

10.   (Currently amended) <u>A computer-implemented method of representing job
        candidate data for a job candidate, the method comprising:</u>
        <u>receiving the job candidate data;</u>
        <u>extracting one or more concepts from the job candidate data, wherein at least one</u>
<u>of the concepts represents a job skill of the job candidate;</u>
        <u>storing data indicating the concepts as a representation of the job candidate data;</u>
<u>and</u>
        <u>assigning at least one of the concepts an associated concept score indicating a</u>
<u>level of experience for at least one of the concepts,</u>~~The method of claim 5~~ wherein the
concept score is calculated according to the following:
                (length of service * recency factor) + related job skills; <u>and</u>
                <u>wherein the receiving, the extracting, the storing and the assigning steps</u>
        <u>are implemented by a computer system.</u>

11.   (Currently amended) The method of claim [[5]] <u>10</u> wherein the concept score is
increased based on reputation of an organization at which an associated concept was applied
according to the job candidate data.

12.   (Currently amended) The method of claim [[5]] <u>10</u> further comprising:
        assigning a special-purpose concept with a score representing a geographical location of
the job candidate.

13.   (Currently amended) The method of claim [[1]] <u>10</u> wherein <u>extracting the one or</u>
<u>more concepts from the job candidate data comprises extracting</u> at least one parent concept ~~is~~
~~extracted~~ based on detection of a child concept related to the parent concept in a hierarchical
concept arrangement.

14.   (Currently amended) The method of claim [[1]] <u>10</u> wherein <u>extracting the one or</u>
<u>more concepts from the job candidate data comprises extracting</u> at least one parent concept ~~is~~

~~extracted~~ based on detection of multiple child concepts related to the parent concept in a hierarchical concept arrangement;

wherein a confidence score for the parent concept is calculated based on accumulation of confidence scores for the multiple child concepts.

15.   (Currently amended) The method of claim [[1]] 10 wherein the job candidate data comprises a resume of the job candidate.

16.   (Currently amended) The method of claim [[1]] 10 wherein the job candidate data comprises ~~assessment~~ results of assessment of the job candidate, the assessment comprising a questionnaire, a test or a job application.

17.   (Canceled)

18.   (Original) A method for finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an n-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the n-dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the n-dimensional concept space;

finding m job candidate points closest to the job candidate criteria point in the n-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the m job candidate points as job candidates matching the desired job candidate criteria.

19-32. (Canceled)

33.   (Currently amended) The method of claim [[30]] 34 wherein the determining is performed with reference to identification of job skills identified in the job candidate data and related in an ontology to the concept.

34.   (Currently amended) A computer-implemented method of associating a score with a concept extracted from electronically stored job candidate data comprising at least a portion of a resume for a job candidate, the method comprising:

determining an experience level with respect to the concept for the candidate based at least on the job candidate data; and

storing a score indicating the experience level with respect to the concept for the candidate, The method of claim 30 wherein the experience level is determined based on the following calculation:

(length of service * recency factor) + related job skills,

wherein at least the determining step is implemented by a computer system.

35.   (Currently amended) The method of claim [[30]] 34 wherein the recency factor is calculated according to the following:

k / (number of years) as a ratio of a constant value to a number of years.

36-37. (Canceled)

38.   (Currently amended) The method of claim [[1]] 10 further comprising:

extracting the one or more concepts via application of rules to the job candidate data by a heuristic term extractor.

39.   (Previously Presented) The method of claim 38 wherein the method is performed by a system having one or more ontologies, and the extracting via application of rules extracts a concept not appearing in the ontologies as a concept.

40.   (Previously Presented)   The method of claim 38 wherein the extracting via application of rules extracts a concept not before encountered.

41.   (Original)   The method of claim 38 wherein the heuristic term extractor extracts at least one job skill in the job candidate data as a concept.

42.   (Original)   The method of claim 38 wherein the heuristic term extractor extracts concepts by identifying a portion of the job candidate data as a job skills list and extracts at least one job skill in the job skills list as a concept.

43.   (Original)   The method of claim 42 wherein the heuristic term extractor identifies job skills lists at least via detection of commas therein.

44.   (Original)   The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list at least based on the form of the possible job skills list.

45.   (Original)   The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list as a job skills list at least by detecting in the possible job skills list one or more job skills already classified in an ontology as job skill.

46.   (Original)   The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list as a job skills list at least by detecting one or more keywords in the possible job skills list.

47.   (Original)   The method of claim 38 wherein the heuristic term extractor extracts at least one job title in the job candidate data as a concept.

48.   (Currently Amended)   The method of claim 47 wherein the heuristic term extractor removes one or more common stop words stopwords from the job title in the job candidate data.

49.   (Canceled)

50.   (Original) The method of claim 38 wherein the heuristic term extractor extracts
at least one job title in the job candidate data as a concept.

51.   (Original) The method of claim 38 wherein the heuristic term extractor extracts a
management experience concept from the job candidate data.

52.   (Original) The method of claim 51 wherein management experience is extracted
based at least on a job title extracted from the job candidate data.

53.   (Original) The method of claim 51 wherein management experience is extracted
based at least on the presence of management-indicative key words within the job candidate data.

54-66. (Canceled)

67.   (Currently amended) A computer-implemented method of finding a job candidate
suitable to fill a position, the method comprising:
        receiving characteristics desired to fill the position; and
        matching the characteristics desired to fill the position to a set of a plurality of job
candidates via an n-dimensional concept space, wherein the receiving and the matching steps are
performed by a computer system.

68.   (Original) The method of claim 67 wherein
        the plurality of job candidates are represented by a plurality of job candidate
representations in the n-dimensional concept space;
        the characteristics desired to fill the position are represented by a point in the n-
dimensional concept space; and
        the matching is performed via a distance function to find the m job candidate
representations closest to the point in the n-dimensional concept space.

69-72. (Canceled)

72.   (New) The method of claim 18 wherein the job candidate data comprises a resume of the job candidate.

73.   (New) The method of claim 18 wherein the job candidate data comprises assessment results of the job candidate.

74.   (New) The method of claim 18 wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

75.   (New) The method of claim 18 wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

76.   (New) The method of claim 18 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

77.   (New) At least one computer-readable storage medium having stored thereon computer executable instructions, which instructions when executed by a computer system cause to be performed a method of finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an n-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the n-dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the n-dimensional concept space;

finding *m* job candidate points closest to the job candidate criteria point in the *n*-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the *m* job candidate points as job candidates matching the desired job candidate criteria.

78.   (New) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises a resume of the job candidate.

79.   (New) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises assessment results of the job candidate.

80.   (New) The at least one computer-readable storage medium of claim 78, wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

81.   (New) The at least one computer-readable storage medium of claim 78, wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

82.   (New) The at least one computer-readable storage medium of claim 78, wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

83.   (New) A system for finding a plurality of job candidates suitable for a job requisition, the system comprising:

memory for storing computer executable instructions; and

at least one processor operable in conjunction with the instructions stored in the memory for finding the plurality of job candidates suitable for the job requisition by performing the following:

via at least one ontology-based extractor and at least one ontology-

independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an n-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the n-dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the n-dimensional concept space;

finding m job candidate points closest to the job candidate criteria point in the n-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the m job candidate points as job candidates matching the desired job candidate criteria.

84.   (New) The system of claim 84 wherein the job candidate data comprises a resume of the job candidate.

85.   (New) The system of claim 84 wherein the job candidate data comprises assessment results of the job candidate.

86.   (New) The system of claim 84 wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

87.   (New) The system of claim 84 wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

88.   (New) The system of claim 84 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

Amendments to the Drawings:

The attached sheets of drawings include changes to Figs. 6 and 30. These sheets replace

the Original sheets of drawings.

Attachment: Replacement sheets for Figs. 6 and 30.